



Vision

CU System Administration aspires to be a desirable place to work with a diverse workforce of top talent who are empowered, included, and valued. System Administration actively works to develop and maintain an inclusive culture where employees feel a sense of belonging, can find, and build community, and are able to meaningfully contribute to CU's mission and purpose.

Focus Area: Belonging

Goal 1: Strengthen employees' sense of connection to and community within System Administration.

Strategy 1: Planning team to review and discuss URM values, mission, and goal to determine if still effective and applicable or if changes are needed during FY23.

Strategy 2: Discuss with entire URM staff during specific all staff meetings and annual team meetings in FY23 and FY24.

Goal 2: Increase employees' awareness and understanding of identity and culture and strengthen their skills and abilities to engage in culturally responsive ways.

Strategy 1: Research available resources available for training and/or educational presentations during FY23.

Strategy 2: Provide presentations during all-staff meetings and/or annual meeting beginning in FY24 through FY25

Focus Area: Growth & Development

Goal 1: Address barriers to employee participation in relevant professional development opportunities to support their learning and acquisition of new skills.

Strategy 1: Identify professional development resources available during FY23 for all staff.

Strategy 2: Develop, socialize, and initiate leadership and supervisory training beginning in FY 2024 through FY25

Goal 2: Ensure employees and supervisors engage in effective employee goal setting, feedback, coaching, and career growth processes to support employee development.

Strategy 1: Review and analyze relevant formal and informal processes to determine successes, challenges, and opportunities during FY 2024.

Strategy 2: Meet with department management to discuss effective methods to evaluate staff strengths and improvements as well as opportunities for growth and expectations beginning in FY 24/25.